



Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

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Ready - Resourceful - Responsive!

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New rating alignment plan will affect 4 Supply ratings

There is a rating alignment on the horizon for four Supply ratings. By the end of this decade, the SK, PC, SH, and CS ratings will be combined into a services rating and a logistics rating. The plan is to have the alignment complete by the end of the decade. But because this is the most complex rating alignment attempted by the Navy yet, it is being done with an *end state* in mind, instead of an *end date*.

A group of senior subject matter experts (SMEs) met at FISC Norfolk for two days of discussions on how to implement the alignment. The goal of these discussions is to make sure that the alignment is most beneficial for the affected Sailors and their careers.

According to NASVSUP Command Master Chief Dan Warner, the change will be achieved slowly and methodically. He said that their approach to this alignment would hopefully allow them to avoid some



FISC Norfolk Commanding Officer Capt. Tim Ross addresses the NAVSUP rating alignment working group when they met recently in Norfolk.

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XO named new FISC Pearl CO, Capt. Page new acting XO



FISC Norfolk Executive Officer Capt. Robert Carter (far left) has been named as the new commanding Officer of FISC Pearl Harbor. He has been at FISC Norfolk since July, 2003, when he arrived as the Customer Operations Officer. He became Executive Officer in February, 2004. He will leave FISC Norfolk on April 14, and leave for Hawaii for his change-of-command ceremony, to be held on April 28.

Capt. Asa Page (left) has been the Director of Contracting since his arrival at FISC Norfolk. He will serve as acting XO in addition to his contracting duties until a permanent replacement for Capt. Carter is named.

From the Commanding Officer ... Distance Support

COMFISCs' operational presence continues to grow throughout the world. We are literally, in the words of Rear Adm. Dan Stone, a "global supply support network" with a far-reaching impact that will further evolve as we introduce technologically-based distance support initiatives.

Of note, the COMFISCs team will be applying distance support concepts in the coming months as USNS Mercy (T-AH 19) deploys to provide humanitarian support to citizens in the Philippines and Indonesia. FISCs San Diego, Pearl Harbor and Yokosuka will service Mercy in several ways, providing assistance with food service, stock control functions, material reorders, and direct vendor delivery coordination.

These three supply centers will strategically assist from shore-based locations, while Mercy's shipboard logisticians deploy across the Pacific theater. In late April, Mercy will depart San Diego fully stocked with fuel, provisions, and pharmaceuticals. Throughout the transit, FISC Pearl Harbor will handle food service records keeping for Mercy. Ultimately, Mercy will spend most of her time in the FISC Yokosuka area of operations. FISC Yokosuka will perform as the point of entry for requisition processing and coordination hub for the flow of medical provisions. As necessary, the Yokosuka team will investigate alternate supply sources for special and/or emerging needs of the hospital ship. Throughout the entire deployment, we will be using newly adjusted processes and information technology to respond to all of Mercy's needs.

Distance support is becoming increasingly relevant as the Navy's new and legacy ships reduce crew sizes and depend on the shore infrastructure to accommodate these changes. Case in point, efficiency models emphasize that the Littoral Combat Ship (LCS) will rely heavily on distance support for a variety of logistics goods and services while deployed because of the limited capabilities of a shipboard supply department of only four personnel (one storekeeper and three culinary specialists). By addressing work going ashore, work going away, and work being transformed, distance support is an enabler for meeting our mission of delivering combat capability through logistics.

I ask that all of you become acquainted with the ideas and ratio-



nale associated with distance support. It is a critical part of our future, both at the highest level of Navy strategy and at the tactical point of FISC waterfront support. Our Logistics Support Centers (LSCs), Global Distance Support Center (GDSC), and the other FISC product and services staffs all must be involved. Learn all that you can about distance support. As logisticians, we are venturing into new territory and all ideas are welcome. Please speak up.

Keep charging!

Supply Chest

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of the pitfalls that have occurred as a result of other rating alignments in the past. "Over the last three years, we've had subject matter experts from all four ratings sit down periodically and map out every skill involved in what they do," explained Warner. "Part of what we are trying to do is to map our ratings to match the needs of the Navy of the future. No other rating groups are trying to do this. We're doing this because if we keep going as we are, as the needs of the Navy change, we won't have the manpower to meet those needs."

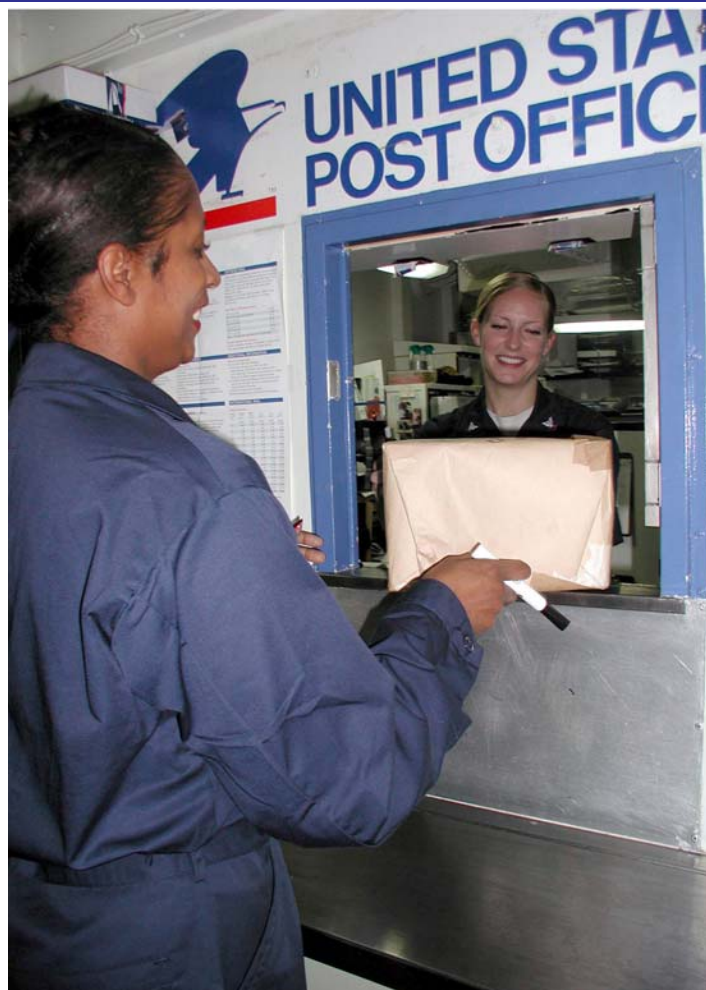
Warner explained that this new approach will not only mean better service to the customer, but should also result in better training for Sailors at sea, making them more productive both in uniform and out. "With what we are doing, the Navy will have a more employable Sailor, and the Sailor will have more opportunities for advancement, because the larger your rating group, the more opportunity you have for advancement," said Warner.

About 80 percent of the new Logistics rating will be made up of what we now know as SK, and about 75 percent of the new Services rating will be made up of what we now know as CS. The other 20-25 percent will be made up of Postal Clerks and SHs, who will gravitate to one or the other. "So that's why we're meeting now and mapping out the various skills, so we'll know which way the various ratings will migrate," explained Warner.

According to Warner, the current plan is to start recruiting Logistics and Services Sailors in FY-08. As a new Sailor assigned to either the Logistics or Services rating, you will be exposed to all aspects of those ratings at the apprentice level. After your initial sea tour and follow-on shore duty, before returning to a seagoing platform, you will receive a targeted "C" school for specific training at the journeyman level (E-5-E-6). "For example, an E-5 Services Sailor with culinary skills will complete the galley watch course prior to reporting back to the afloat platform," explained Warner. "That will be standard for that pay grade and skill set requirement for that pay grade. When they walk aboard a new ship beginning in FY-08, their chain of command will know they have the galley watch captain course already."

Another goal of the alignment is to provide Sailors with a better opportunity to get a rating-relevant degree. They will also have developed skills that directly correlate what the civilian workforce requires.

It will be several years down the road before the four ratings being absorbed by the two new ratings go away, because of the way the process will work. Because the new ratings are being built from the bottom up, it will be FY-10 or FY-11 before the new ratings will be fully developed and ready for 100 percent conversion and disestablishment of the old ratings. The new advancement exams won't appear until then at least. "We want to make sure that when we move forward and map those skills from the current ratings and change the exams for them, the technology is in place for distance support and delivery of the material and that the technology is in place for the Sailors to get the skills that they need in order to work in the new environment," explained Warner. "The good thing about assessing these Sailors at the bottom level in FY-08 is that if we are not able to deliver everything for a successful transition, they can map to



Postal services aboard small and medium ships are already being provided by Sailors other than Postal Clerks.

our current rating structure until we get to the point where we can actually deliver what we need in order for us to move forward and change the ratings. It gives us the flexibility to slide to FY-09 or 10 if we need to in order to execute the transition properly. The challenge is that they will have to broaden their knowledge base and learn things that they didn't do in the past."

Some changes have already been made in preparation for the alignment. Postal Clerks have been removed from small and medium-sized ships. The postal function is still there though. There are Storekeepers there instead who have completed some postal training that now perform the postal function there. The postal function has been streamlined too. Money orders are no longer sold. Stamps are now considered a retail item, and are available in the ship's store. "The key force to making all of this happen is all of us communicating and delivering the technology and the change in the work processes before we change their ratings," said Warner. "Doing it any other way would be setting it up for failure."

Most of the Sailors who will be affected by these changes have little or no knowledge of the details of the alignment. But communicating to them what lies ahead is part of the overall

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plan of success for the alignment. "We've got to make sure that we communicate with them as we go through this new process so they know what's going on, and that we set the expectations for them so they know they have to go out and learn this new skill, and then most important as leaders within the departments and divisions, we have to give them access to that opportunity to get these new skills," said Warner. Deckplate Sailors will be briefed on this transition through presentations at Enlisted Road Shows. There are also plans to start a chat room on NKO, as well as on the NAVSUP and NPC Websites. "We want to find as many media outlets as possible to not only provide them with information, but for them to give us feedback as well," added Warner. "Now that the decision has been made to move forward with this ratings alignment exploration, we need to be able to communicate with the affected Sailors in the most robust way possible."

"To us, it's already happened to a certain extent, because we've already got SKs and SHs running Post Offices aboard ship, and we get to see the results," lamented PC1(SW) Surrette Mazique, Regional Navy Mail Center Norfolk. "One of my biggest concerns is that there should be some sort of mechanism in place to ensure the Sailors being trained to run these afloat post offices retain the knowledge we give them. I'm concerned not only for those of us in the four ratings that are being merged, I'm concerned for the customer and making sure they get the level of service they expect and deserve. The customer doesn't care about the rating alignment. The customer wants to know why their laundry is messed up, or why does it take so long for someone to ring up a sale, or where is their mail. That's how they will know about the change, if the level of service goes down. My other concern is advancement. The PC rating is pretty well locked up right now. If the alignment will increase advancement opportunities for us, then I'm all for it."

The current working group of senior enlisted SMEs will work on this transition for at least the next two years. They will meet at least quarterly to guide the pro-

cess. There will also be other ad-hoc working groups that will provide feedback to this primary working group.

The concepts of the alignment have been tested aboard USS Abraham Lincoln (CVN 72) since June of last year, administered by Navy Personnel Research Studies & Technology (NPRST). Of the Sailors there that have been surveyed, the highest acceptability has come from the senior enlisted and the junior enlisted Sailors. The challenge now is at the mid-level pay grades. "But we're finding that now that it's been implemented and they're moving forward with it, the satisfaction level is coming up," said Warner. He added that there will also be a pilot program conducted aboard a San Diego-based destroyer, and there are concepts of the program aboard a submarine now too. "This will all help us to determine if these concepts will work and allow us to move forward with the rating alignment," said Warner.



Master Chief Petty Officer (Surface Warfare/Aviation Warfare) Dan Warner was named CNO-Directed Command Master Chief for the Naval Supply Systems Command and Master Chief Petty Officer of the Supply Community in July 2003.

John C. Goodhart named NAVSUP ED

Rear Adm. Daniel H. Stone, Commander, Naval Supply Systems Command (NAVSUP), announced today the selection of Mr. John C. Goodhart to replace Mr. Jeffery Orner as NAVSUP Executive Director. Mr. Orner's move to the U.S. Coast Guard had been announced earlier.

Mr. Goodhart currently serves as Assistant Deputy Commander, Fleet Logistics Support in the Logistics, Maintenance and Industrial Operations Directorate at the Naval Sea Systems Command (NAVSEA). He is the senior logistician at NAVSEA, responsible for logistics policy, processes, tools, and execution of both acquisition logistics and in-service support. Prior to his present assignment he served as the Deputy Site Director of Mechanicsburg Operations, Naval Sea Logistics Center.

Mr. Goodhart graduated summa cum laude from the University of Maryland University College with a Bachelor of Science Degree in Business Management. He was named Executive of the Year by the Central Pennsylvania Chapter of the Federal Executive Association, was co-winner of NAVSEA's Logistician of the Year Award, and received the Admiral Stan Arthur Award for leading the Naval Logistics Team of the Year. In 2002, Mr. Goodhart received the Department of the Navy Meritorious Civilian Service Award.



John C. Goodhart

From the Fleet ... Be a warrior of character

By *FLTCM(AW/SW) Jon R. Thompson*

Webster defines character as, "one of the attributes that make up and distinguish the individual."

Translation: Each of us, as individuals (and collectively as Sailors), is different.

Each of us has unique traits that make us who we are. These unique traits are important and, when you combine all of us together, give us an incredible amount of diversity and capability. Our Navy is strong today because collectively the character of its Sailors is strong.

My boss, Admiral Nathman, recently shared some of his thoughts on character with the fleet's leadership. Of note was the following, "The Navy ethos is an internalization that as Sailors we are warriors of character at all times, in all situations, on and off duty. This ethos is at the heart of Navy core values, our code of conduct, and our tradition of teamwork and professionalism. Character is the compass that guides us as individuals and keeps us forged together in war. As leaders, development of character in those we lead demands our attention."

Translation: Character is the sum of the values and principles that guide our decisions. Strength of character enables us to successfully navigate through the positive and negative forces in our lives. Just like physical strength, strength of character is developed through constant training. Because of that, each of us as leaders, have the responsibility to help develop positive character in our subordinates, our peers, our families, and our friends. When you think about it, it's an awesome ability.

As Sailors, each of us needs to do our level best to foster the values, ethics, and individual character that are the foundation of our Navy way of life. How do we do this? It's actually not that difficult.

All of us strive to be recognized for positive contributions to our Navy and in our personal lives. We all want to do work that matters and achieve high standards. Individually, I truly believe each of us wants to succeed and we want others to respect us. These basic beliefs are what help us keep our character in check.

You all understand that our actions yield consequences, good and bad. From what I see and hear on a daily basis, I think our Navy is staffed by superb Sailors that are making a positive impact in the fleet, around the world, and in the Global War on Terrorism. It's not

surprising to me that most Americans hold the military in extremely high regard. In more ways than I can mention, we have all earned that reputation by hard work and making our family and friends proud of us on a daily basis, and on a worldwide stage.

Our challenge, however, is to ensure the small minority of Sailors that fall out of step with our core values are given the individual attention necessary to help improve their character and self worth.

Correcting others in our ranks begins with the self-realization that we are all leaders and our leadership needs to be consistent and constant. We are all charged with upholding our Core Values of Honor, Courage and Commitment and none of us can afford to let our guard down, or give others an opportunity to label us hypocrites. Nothing renders a leader ineffective quicker than not doing what he or she says.

My challenge to you is to twofold: Make sure your every word, your every action, and your every intention is pure and in the best interest of the Navy, our Sailors and yourself; and secondly, to not let your day-to-day focus on Navy business completely distract you from instilling in your people the will and desire to be their very best.

While nothing I have said so far is difficult to understand, living your life to such high standards is anything but simple. If you want your character to be beyond reproach, you need to work at it. It doesn't just happen naturally and your rank itself is no indicator of good or poor character. No matter how senior you are, your character is on display and scrutinized by others. As a matter of fact, the more senior you are, the more eyes you have on you.

Here are a few tips that may help you to be become better leaders.

- Set the standard for integrity and character, first in yourself, and then hold the standards for others.
- Be a confident and competent decision maker in uncertain situations:
 - Try to be a prudent risk taker
 - Strive to be innovative
 - Do your best to be adaptive
 - Keep professionally skilled, accomplished and credible
 - Never stop learning. Strive to become professionally educated and display a genuine dedication to life-long learning.



- Hone your skills as an effective communicator

- If your intentions or actions aren't crystal clear, explain them

Whenever possible, help your Sailors understand how and why you made a decision.

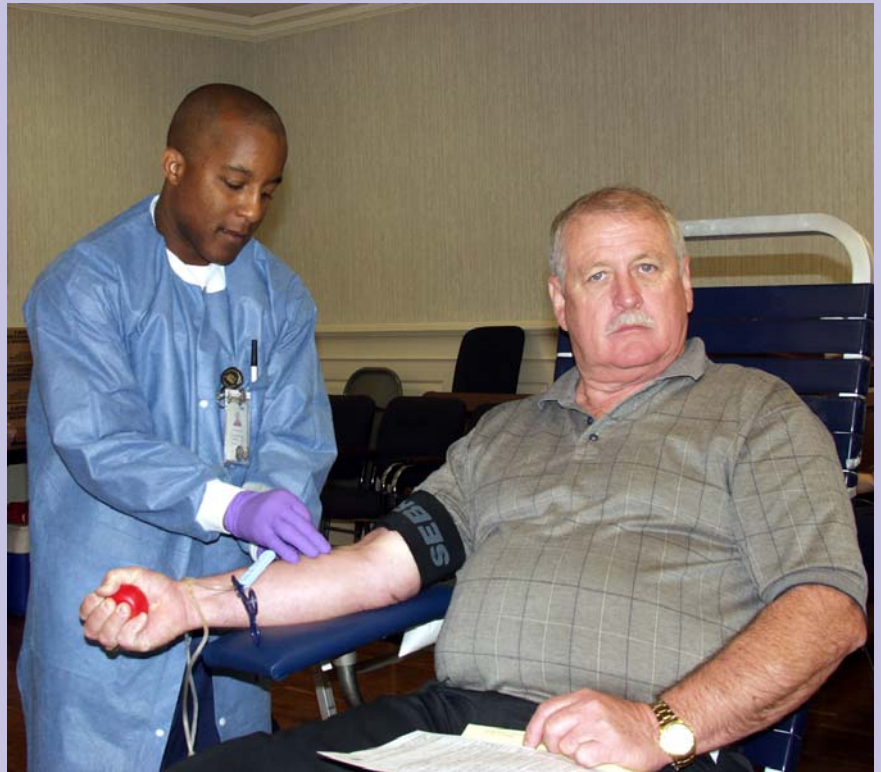
In addition to the above, keep in mind it is our duty to help our Sailors reaffirm their commitment to our service ethic and Core Values on a daily basis. If you are truly dedicated to improving your Sailors, you should do everything you can to discuss character on a routine basis. Improving character requires sustained, proactive leadership at all levels. We cannot underestimate the impact of actions counter to our Core Values on our reputation, credibility and effectiveness.

Finally, another challenge from Admiral Nathman, "In every word, action, and command philosophy, promote and be passionate about the values of Navy tradition, oaths, and creeds. Demand sustained, proactive leadership and followership at all levels."

Shipmates, your character is the sum of your integrity, morals, interests, energy, demeanor and intentions. Think before you act and you should be just fine. You've heard it many times that you are a Sailor 24 hours per day, on and off duty. Your actions speak volumes and intentions, without follow through, mean little. Each of you is important to our Navy. We have no spare Sailors. It is vitally important that each of us maintain the highest sense of duty and do our very best to uphold and improve the already superb reputation our Navy has for being a service of professionals. Be a warrior of character!

What are you looking at?

Ron Phillips, FISC Norfolk Facilities, looks the other way as HM3 Roy Washington, Naval Medical Center Portsmouth, prepares to insert a needle into his arm. Phillips was just one of many Sailors and civilians who took time out of their day recently to donate blood. During the four hours that donations were collected, 23 Sailors and civilians agreed to donate some of their blood to the Armed Services Blood Program. The need for blood will continue to grow with each passing year, as the pool of military donors shrinks, the major said. Many deployed members will be ineligible to donate for up to a year upon return from their deployment," she said. "Many people think the next person will donate, so they don't worry about it. What we want people to remember is that everybody needs blood. The need will never end. That is a big reason military donors stationed at continental U.S. bases must now give more than ever, Major Lincoln said.



Employees from NAVICP Mechanicsburg, Pa braved blustery winds April 5 when they posed on the roof of W-143 for a group photo. They were in town for a three-day "face-the-Fleet" visit. These visits allow landlocked employees the opportunity to see first-hand how their work supports the fleet. They visited ships, a submarine, and other shore-based facilities.



DDNV Commander Capt. John Qua congratulates Arthur Whited on his 35 years of federal service.



DDNV Commander Capt. John Qua congratulates Frederick Witt on his 25 years of federal service.



DDNV Commander Capt. John Qua congratulates Kevin Robertson on his 20 years of federal service.



DDNV Commander Capt. John Qua congratulates Marian Jones on her 20 years of federal service.



DDNV Commander Capt. John Qua congratulates Michael Bass on his 20 years of federal service.



DDNV Commander Capt. John Qua congratulates Nicole Henderson on her 20 years of federal service.



FISC Norfolk Det. 107 Commanding Officer Capt. Nancy Bates congratulates SKC Richard Anderson after presenting him with his certificate of retirement. Anderson retired after 20 years of service.



FISC Norfolk Executive Officer Capt. Bob Carter congratulates GMG1(SW) Christopher Doe after presenting him with the Navy and Marine Corps Achievement Medal (gold star in lieu of fourth award).



DDNV Commander Capt. John Qua congratulates Tamara James on her 20 years of federal service.

